Healthcare Workforce Investment: An Economic Imperative

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Healthcare Personnel Shortage Task Force

Established in 2003 to ensure that WA had a skilled and available healthcare workforce to meet highest standards for patient accessibility and care across the state.

- Relevant State Agencies, Healthcare Sub-sector Associations, K-20 Education, Labor and Professional Org’s
  - State Strategic Plan – Keep Up-to-Date
  - On-going Skills Gap Analysis
  - Policy recommendations to Governor and Legislature
What was the Task Force charged to do?

- Identify problems and recommend solutions to:
  - Increase education and training program capacity for health care personnel.
  - Improve student recruitment and retention, marketing, and outreach into health careers.
  - Increase diversity of health professions to at least reflect patient population.
  - Modify state regulations & statutes to help alleviate shortage.

- Provide data and research about the skills shortage.
What factors does the Task Force consider?

- Rural and urban Washington.
- Increasing the diversity of the workforce.
- All types of health facilities and services.
- All health care occupations.
- Impact on quality of care, cost v. benefit.
- Current budgetary climate.
- Prioritizing limited resources for training and up-skilling the healthcare workforce.
Task Force Track Record

- High Demand Programs of Study targeted funding
- Health Care Industry Skill Panels - Regional
- Professional licensing app and renewal surveys
- Hospital Employee Education and Training (HEET)
- Basic Education and Skills Training (I-BEST) programs in health care
- The Allied Health Center of Excellence at Yakima Valley Community College
- The Rural Outreach Nurse Education (RONE) program
- Recovery Act and Health Care Reform Grant Funds
- Bill passed to create uniform clinical affiliation agreements
Health Care Personnel Shortage Task Force Progress
Annual Registered Nursing Program Completions
2004-2011
Washington Health Care Employment 2012

- Total Employment, Annual Average: 269,000
- Total Annual Wages Paid: $14 billion
- Average Annual Wage: $52,500
Washington Workers & Employers

By age of worker:
- 14 - 18: 1%
- 19 - 24: 8%
- 25 - 44: 45%
- 45 - 64: 41%
- 65+: 4%

By Employer Size:
- Large 500+: 50%
- Mid-size 50 - 499: 23%
- Small < 50: 26%

Economic Development

- Healthcare as a Traded Cluster:
  - Senior Living
  - Bio-Med, Bio-Pharm, Healthcare IT
  - Telemedicine

- Healthcare as infrastructure (ED site selectors include access to healthcare in analysis):
  - Help workers age in place
  - Business expansion and relocation (Latin America attractive expansion sites due to modernization of healthcare)
Workforce Interventions: Improve Quality and Reduce Costs

- Think Career Pathways: Stable and loyal workforce
- Pipeline development and orientation
- Involve frontline workers in decision-making/care planning: Train staff and supervisors
- Partner with local workforce development system to support organizational growth and restructuring efforts.
- Measure success from industry perspective: ECCLI model